



EarthShare

NORTH CAROLINA

Equity and Inclusiveness Statement April 16, 2020

I. **Equity and Inclusiveness Guiding Principles**

We strive for equity and inclusiveness in all aspects of our work, in order to achieve our purpose of strengthening the capacity of our Member Organizations to preserve and enhance the natural environment.

We embrace our responsibility to listen to all residents of North Carolina, as we are all impacted by the health of the natural environment. We recognize a greater effort is needed to listen to those historically excluded from the conversation and to raise questions about how the needs of people from different races, socio-economic levels, geographic areas, and ages are represented by the environmental nonprofit community in North Carolina.

We challenge the status quo, and support our Members in doing the same, so we can perpetually move toward our vision of a North Carolina where every resident has equitable access to clean air and water, healthy places to live and play, and safe food to eat.

II. **Equity and Inclusiveness Reflected in our Work**

- The Governance Committee sets deliberate and transparent priorities to reach a board composition that incorporates the skills, connections, and racial, gender, and geographic diversity to ensure representative leadership for EarthShare NC. The Committee promotes the use of advisory groups and task forces as pipelines to introduce and develop broader participation in leadership roles.
- Beginning in 2019, we embarked on a systematic review of policies and procedures through the Framework for Analyzing Structural Racism developed by Open Source Leadership Strategies. This framework questions how structural racism is integrated through history, resources, rules, stories, and people. By doing this work regularly throughout the organization, EarthShare NC can work to eliminate invisible bias from our activities and actively encourage an equitable working environment.
- In 2019, EarthShare NC provided coalition-wide Racial Equity and Inclusiveness Training workshops for our Members, staff, and board.
- EarthShare NC began advancing our individual and collective work as coalition through prioritizing discussions of diversity as a standing agenda item on all board agendas beginning in 2017, as part of our

- Annual Meeting of Members beginning in 2015. This conversation evolved into one of equity and inclusion beginning in 2018. We began annually reporting our work through the Member Impact Report beginning in 2019.
- The Equity Leadership Team of Board and Member Representatives was formed in 2018 as part of our planning process for racial equity and inclusion training. The Team has continued its work by guiding the development of this Equity and Inclusion Statement and will continue as a standing board committee.
- The EarthShare NC Board of Directors adopted the following Strategic Plan Objectives for 2020-2021, including
 - Implement leadership and staff development and recruitment practices that ensure the perspectives and voices that shape EarthShare NC reflect the different races, socio-economic levels, geographies, and ages of people in North Carolina.
 - Develop strategies that connect nonprofits serving underrepresented people and issues in North Carolina with programs, activities, and benefits that come from EarthShare NC participation.
 - Communicate our commitment to equity and inclusion to all entities in our sphere of influence.
 - Tell an accurate story of how marginalized groups are included in environmental work.
 - Support Members in their journey to equity by extending EarthShare NC's learnings and tools and by facilitating collaborative problem solving on common challenges.
 - Annually review our policies and procedures to identify areas of bias and align them with our values to uphold equity and inclusion.